



# Insight

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## Stay alert, stay alive

by Command Sgt. Maj.  
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Each and every member of INSCOM -- Soldiers, government civilians, contractors and families -- is an important part of INSCOM. You are INSCOM's "combat power," the engine that drives our command to success. The current high operations tempo and restricted resources of our operating environment make it very hard to replace those lost to accident. We simply cannot afford to squander even one person to a preventable mishap without it affecting of our mission, our unit readiness and the very quality of our lives.

Since the beginning of Fiscal Year 2004, the Army has lost, on average, one Soldier every nine hours. Brig. Gen. Joseph A. Smith from the Army Safety Center did the math on those numbers. Gen. Smith says our losses equal about one squad each week, one platoon each month, one company each quarter, and one battalion each year. Many of those Soldiers lost their lives to accidents. With greater care, they would have come home to their friends, families and

loved ones.

In order to help resolve the substantial emotional and physical trauma to our people that results from the combination of accident - enemy action - illness and other losses, the Army Secretary and Chief of Staff directed that the Army Safety Center transform itself into the Army Combat Readiness Center. The CRC connects the dots on Army losses, focusing on maintaining force readiness and on managing all risks to our personnel: enemy, environment, human error, material and systems. The new CRC is Soldier-centric, not just accident-centric.

Why am I telling you this? Because INSCOM needs all of its members to understand and practice good safety techniques. We are a small command with a worldwide mission. The lack of even one Soldier or civilian is more telling on our readiness and our ability to accomplish our mission simply because there are so few of us. The reality of our work is that when we are short an analyst, a logistician, a communications expert, or an operator it can equate to mission failure for Army warfighters.



DA photo

Being safe and staying safe are the product of constant awareness and enforcement of the standards. Becoming complacent about safety procedures is the first step to losing a Soldier.

I realize it's not easy to keep up the standards, and that it seems strange to use the words "safety" and "combat" in the same article -- for pretty obvious reasons. What I'm talking about is a cultural shift; to keep our friends and colleagues as safe as possible, no matter where they are. The CRC folks call it CRM: composite risk management. CRM recognizes that a loss is a loss, regardless of the cause or place,

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photo by Staff Sgt. D. Myles Cullen

***The goal is to cut down on avoidable accidents throughout INSCOM and the entire Army, said Johnson.***

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and that every Soldier or civilian gone makes us less effective.

For Army and INSCOM operations it means taking a holistic look at loss, and keeping aware of its overall impact on readiness and our ability to do the mission. It means using the tools provided by the CRC Website (<https://safety.army.mil>) all the way to local installation safety officers, to stay effective and up-to-date on safety threats and remedies.

Along this vein, I remind you that Spring is here and Summer on the way, bringing with them beautiful flowers,

great weather, vacations and the potential for heat exhaustion, water injuries, motorcycle and boating accidents. Take needed precautions to protect yourselves and your families from unnecessary risks.

INSCOM, as a command, has been fortunate that our losses have been minimum in numbers compared to the losses that some units have suffered, but even one INSCOM member gone is too many.

Take care wherever you are and whatever you're doing. Your family, your unit, your Army and your nation are counting on you.

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# New Army program working

WASHINGTON -- A new Army military occupational specialty, 09L, is the latest weapon in the nation's arsenal in the global war on terror -- and it's working, Army officials said April 20.

The L stands for linguist, and the program is designed to find and recruit native speakers of various high-demand languages and dialects for service in the U.S. Army. Thus far, 77 new recruits have been trained and mobilized. All are serving in the U.S. Central Command theater of operations -- a requirement they were made aware of upfront -- and the results have been just what commanders hoped.

"We are really pleased with how this program has been going," said Naomi Verdugo, a recruiting and retention official with the Office of the Assistant Secretary of the Army for Manpower and Reserve Affairs. "We are getting some amazing feedback from the field that these soldiers have served in very high-level situations, and that makes me very proud."

Program Director Army Lt. Col. Frank Demith said he hopes to recruit 250 soldiers for the new occupational specialty in 2005. "The ultimate objective is to reach a steady state of 700," he said. "It will take us a few years to get there."

The 09L program began in February 2003 when the assistant secretary of defense for reserve affairs was tasked with recruiting native speakers to



file photo

***The Army's new program is designed to find and recruit native speakers of various high-demand languages and dialects.***

assist U.S. forces in Iraq and Afghanistan with interpretations, translations, cultural familiarity and an understanding of the nuances of body language. The three languages most needed were Dari and Pashto, the two most prevalent languages spoken in Afghanistan, and Arabic.

Individuals in this program are recruited directly into the Individual Ready Reserve for a period of eight years, officials said. Within the IRR, they can be mobilized for various tours and assignments. "The flexibility aspect makes the IRR the ideal place for the 09Ls during this pilot phase of the program," an

Army spokeswoman said.

Officials noted recruits do not need to be U.S. citizens, but they must have a "green card," which gives immigrants official lawful permanent residency status in the United States. Once in the military, they are eligible for expedited U.S. citizenship.

"Bringing native speakers into the Individual Ready Reserve was a new initiative for us, and one that was very much needed," Demith said. "We started to recruit the first speakers in August 2003 and have been very successful in finding native speakers of all dialects of Arabic, Dari and (Pashto).



# Helmly visits 116th

by Staff Sgt. Terrence Hayes  
116th MI Group

Lt. Gen. James R. Helmly, chief, Army Reserve; commanding general, U.S. Army Reserve Command, visited National Security Agency/Central Security Service, Georgia, April 28.

Helmly received a tour of Back Hall from NSA/CSS Georgia Commander Col. Robert A. Carr. During the tour, three Reservists, Sgt. 1st Class Danny Boylan and Sgt. 1st Class Christopher Whitford, 331st Military Intelligence Company, and Sgt. 1st Class Carolyn Compton, North Central Army Reserve Intelligence Support Center, briefed Helmly on their CONUS-based, real-world, direct-support to warfighter mission.

During the visit, Helmly stopped several times to greet service members walking in the hallways to thank them for their service and to ask about their well-being.

Helmly was a pivotal decision-maker responsible for the approval of an Army Reserve Element, otherwise known as an ARE, for NSA/CSS Georgia. The AREs, which will be located in Chicago and Detroit, will allocate



photo by Staff Sgt. Terrence Hayes

**Lt. Gen. James R. Helmly (left) visited the National Security Agency/Central Security Service in Georgia, April 28.**

approximately 90 Soldiers, made up of mostly linguists and analysts, to provide support for NSA/CSS Georgia. Increased intelligence requirements in support of the Global War on Terrorism made the creation of the ARE a huge priority. As the GWOT matures, NSA/CSS Georgia continues to rely on the Reserve Component to be part of the team and provide much needed niche intelligence support.

Helmly also functionalized

USAR military intelligence to provide greater operational support to the active duty by standing up the Military Readiness Command, also known as the MIRC, located at INSCOM headquarters, Fort Belvoir, Va.

Helmly said it's amazing what these Reservists are doing here with a real-world, direct-support to the warfighter mission. He also said it's great to see the specialized skills of these Reservists put to great use.

## Looking for a few good candidates

The Army is accepting nominations through May 20 for the new Defense Department David O. Cooke Excellence in Public Administration Award. The award is intended to recognize the individual who demonstrates great leadership potential as a future federal executive. For more information, call Linda Williams at 703-602-3094.



*photo by Staff Sgt. Terrence Hayes*

### **Fitness Fest finds 116th MI Group**

Patty Martino-Pearson paints five-year-old Kelly Sherrard's face during the Fitness Fest '05 Picnic, Fort Gordon, Ga., April 29. More than 500 Soldiers and civilians from the 116th MI Group and throughout Fort Gordon received high blood pressure, high cholesterol and diabetes screenings along with body fat analysis, financial counseling and stress management seminars during the four-day event.

## **Komen: race for a cure**

The Komen National Race for the Cure returns to the streets of Washington, D.C., June 4, and for the sixth year the U.S. Army Intelligence and Security Command Federal Women's Program committee invites INSCOM personnel, their families, and friends, to participate as a team.

Teams play an important role in the annual five-kilometer run/walk race. Last year, teams accounted for more than half of

the over 52,000 registered participants. It is through support such as this that the foundation was able to distribute over \$2.4 million in grants for breast cancer research, education, screening and treatment programs.

Registration is available online at: [www.nationalraceforthe cure.org](http://www.nationalraceforthe cure.org). Those wanting to participate on the INSCOM team should select 'join an existing team.'

Type in U.S. Army INSCOM and click search.

For those individuals wanting to help make a difference, but who aren't up for walking or running five kilometers, pledges and donations can be made via the Web site.

Participants may also obtain a registration form from Anne Bilgihan (703-428-4479) or Karen Kovach (703-706-1638). Registration for the event is \$30.

# Committee reviews military pay

WASHINGTON — A new committee is studying the military compensation system to come up with ways to bring it more in line with what servicemembers want and operational needs demand.

The Defense Advisory Committee on Military Compensation held its first public meeting today to explain its marching orders from Defense Secretary Donald H. Rumsfeld: to take a look at the current system and recommend how to make it better.

The committee will look at the whole compensation program for men and women in uniform in both the active and reserve components, explained retired Navy Adm. Donald Pilling, committee chairman and former vice chief of naval operations.

This includes basic, special and incentive pays; benefits ranging from housing to medical care; and deferred pay that includes retirement pay and survivor benefits, he said.

The committee will attempt to strike the best balance between cash and benefits, current and deferred compensation, and the need for flexibility during peacetime as well as war, Pilling said.

It will also consider the best way to compensate members of the National Guard and Reserve, who are deploying more frequently than ever before to support military operations, he said.



*file photo*

***The Defense Advisory Committee is hoping to come up with new ways to better compensate servicemembers.***

The goal is to ensure that the armed forces continue to attract and retain top-quality, highly motivated men and women and to ensure they and their families receive the compensation they deserve. Pilling said that's particularly important when they're burdened by multiple deployments and family separations.

One issue the committee will deal with is the fact that many military members are more interested in cash in hand than retirement or other benefits. "They tend to value current compensation more than compensation that they will not receive for 10 or 20 years, or maybe not at all," he said.

Retirement benefits become more important later in a servicemembers' career, when they become critical to military

retention, Pilling said.

During May 10 meetings with service leaders, committee members heard "a range of views about specific changes" in the compensation package, all to be considered during the committee's deliberations, he said.

But one particular message came through loud and clear. "All asked for an architecture that allows flexibility rather than mandatory changes in compensation," Pilling said.

Flexibility will be a key goal as the military undergoes its longest period of sustained conflict since the all-volunteer force was conceived in the early 1970s, he said.

The committee plans to present Rumsfeld the final report in April 2006. The next of its public meetings is scheduled for June 7.